



# U. S. MISSION

## Vacancy Announcement

### Riyadh – Jeddah - Dhahran

11-135	VACANCY ANNOUNCEMENT - RIYADH	11/22/2011
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OPEN TO	ALL INTERESTED CANDIDATES
POSITION	HUMAN RESOURCES EXPEDITOR, FSN-07
OPEN DATE	TUESDAY, NOVEMBER 22, 2011
CLOSING DATE	COB TUESDAY, DECEMBER 06 , 2011
HOURS	SATURDAY TO WEDNESDAY - 40HWW
SALARY	<p>* ORDINARILY RESIDENT: POSITION GRADE: FSN-07, SR 67,030 (ANNUAL BASIC SALARY EXCLUDING ELIGIBLE ALLOWANCES).</p> <p>*NOT ORDINARILY RESIDENT (NOR): POSITION GRADE: FP-07 US\$ 39,994 PER YEAR -- GRADE DETERMINATION WILL BE APPROVED BY WASHINGTON. -- U. S. FEDERAL AND STATE TAXES WILL BE DEDUCTED FROM THE SALARY.</p>
NOTE	THE ACTUAL HIRING FOR THIS POSITION WILL BE CONTINGENT UPON AVAILABILITY OF FUNDS

**NOTE:**

- **ALL APPLICANTS MUST BE RESIDING IN COUNTRY AND HAVE THE REQUIRED WORK PERMIT TO BE ELIGIBLE FOR EMPLOYMENT.**

The U.S. Embassy in Riyadh is seeking an individual for employment in country for the position of Human Resources Expeditor in the Human Resources Office.

**BASIC FUNCTION OF THE POSITION**

Incumbent will work under the direct supervision of the Human Resource Management Specialist and general supervision of the Human Resources Officer. Incumbent is responsible

for variety of HR duties (Passport/Iqamas/Visas) related to dealing with host country Passport Office/Ministry of Foreign Affairs for all USG employees (Americans and FSN) of all agencies. This includes employees who are under Embassy's sponsorship and work at EMR, DCR a official Residence Employees, USERA and Commissary employees, plus domestic staff working as private drivers/maids for USG employees who are under U.S. Embassy's sponsorship and other civilian employees of Commissary that are under U.S. Embassy's sponsorship.

### **REQUIRED QUALIFICATIONS**

*All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item:*

1. **Education:** Completion of high school (Twelve years of education).
2. **Experience:** Three years of experience in a field dealing with host country MFA/Passport Office/Traffic Police Department and one year experience as a clerk.
3. **Language Requirements:** Level IV Arabic (Fluent - Speaking/Reading/Writing) and Level III English (Good Working Knowledge - Speaking/Reading/Writing).
4. **Job Knowledge:** Must have good knowledge of host country rules and regulations, local labor law, etc. for iqamas, renewals, residence/work permits, contacts, etc.
5. **Skills & Abilities:** Must be tactful and courteous in dealing with the officials in MFA/Passport Office. Must have knowledge of English/Arabic typing. Able to translate from English to Arabic and vice versa. Must possess a valid Saudi driving license.

### **SELECTION PROCESS**

When equally qualified, US citizen Eligible Family Members (AEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidates address the required qualifications above in the application.

### **ADDITIONAL SELECTION CRITERIA**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Currently employed US Citizen EFM's who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of that appointment.
3. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of that appointment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
4. Current LE Staff employees of the Mission applying for vacant position announcements must have served a minimum of twelve (12) months in their current position in order to be considered for any vacant position.
5. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.

### **TO APPLY**

Interested applicants for this position **must** submit the following or the applications will not be considered:

1. Application for U.S. Federal Employment DS-174;
2. A current resume or curriculum vitae;
3. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application.
4. A clear copy of valid Saudi identity card or work permit and a valid driving license.
5. Any other documentation (e.g. copy of valid work permit, essays, certificates, awards, copies of degrees earned) that addresses the qualifications requirements of the position as listed above.

### **SUBMIT APPLICATION TO**

In-person – Front Gate, American Embassy, Riyadh, or

By mail – Human Resources Office, Riyadh

P.O. Box 9430, Riyadh 1163, Saudi Arabia

By Fax: 966 (1)-488-7765

**Email address:** By e-mail: [HRORiyadh@state.gov](mailto:HRORiyadh@state.gov)

### **POINT OF CONTACT**

Human Resources Office

Telephone: 966 (1) 488-3800

### **DEFINITIONS\***

**1. US Citizen Eligible Family Member (USEFM): For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:**

- US Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

**2. EFM:** An individual related to a US Government employee in one of the following ways:

- Spouse;
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;

- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

**3. Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, and other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

**4. Not Ordinarily Resident (NOR):** An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

**5. Ordinarily Resident (OR):** A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the LCP.

**CLOSING DATE: CLOSE OF BUSINESS (1700HRS) TUESDAY, DECEMBER 06, 2011**

**PLEASE NOTE THAT SHORT LISTING AND INTERVIEWS ARE NORMALLY COMPLETED WITHIN FOUR WEEKS OF THE CLOSING DATE. PLEASE ASSUME THAT YOUR APPLICATION HAS BEEN UNSUCCESSFUL IF YOU HAVE NOT HEARD FROM US WITHIN FOUR WEEKS OF THE CLOSING DATE.**

The US Mission in Saudi Arabia provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also

strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.